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WORKFORCE MANAGEMENT IN SMALL STUDENT RUN SATELLITE PROGRAM

Abstract

Tallinn University of Technology is running a small post graduate student run earth observation satellite program. Students from STEM and non-STEM fields are running it. They work on making a on board computer, optics, communication as well as running a marketing campaign, having social media presence, giving a name to mission to designing its Logo. This paper discusses challenges of workforce management of student run small satellite program and strategies to overcome them.

It proposes approach to overcome the challenge of building a competent team of students and university staff and selection procedure to recruit the best talent available within University.

This type of small program have unique set of problems like inexperience workforce, funding availability, difficulty in estimating the time required to finish specific task as program is being run for first time, compulsion of having short development and production time because team graduate in two years taking away experience and knowledge and time management with classes. Developing a procedure for documentation of work is also discussed as new members who join the team for next mission or due to a member leaving need to know the work have been done when they join the team.

The problems associated with volunteer management are analyzed. This team consist of students as team members and faculty members as supervisors. Analysis of mentoring relationships and ways to promote it are suggested. Techniques for effective training and retention of talent pool are discussed.